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ABSTRACT

Results of a study by the National Center for Education Statistics (NCES) indicate that both the proportion of women on the faculties (at the ranks of professor and assistant professor) in New Jersey universities and four-year colleges, as well as the salaries of women faculty members compared to those of men, were generally greater than the national average for the academic year 1976-77. Data are presented on the proportion of women on college and university faculties in New Jersey and in the United States as a whole and on the percent difference between the average salary of women and men faculty members. Comparative data for New Jersey, New York, and Pennsylvania and for four-year and two-year colleges are provided. Tables compare the status of women on New Jersey college and university faculties with women in 14 comparable states. Comparative data are also presented on the status of women in New Jersey public and independent colleges and universities, in the United States as a whole, and in 14 comparable states. The NCES classification system showing the control and level of New Jersey institutions is included. (SW)

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RESEARCH NOTE 78-1

STATUS REPORT ON WOMEN ON NEW JERSEY COLLEGE AND UNIVERSITY FACULTIES (1976-77)

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JANUARY 1978

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STATUS REPORT ON WOMEN ON NEW JERSEY COLLEGE AND UNIVERSITY FACULTIES (1976-77)

A recent report distributed by the Office of Education's National Center for Education Statistics (NCES) shows that both the proportion of women on the faculties (at the ranks of professor and assistant professor) in New Jersey universities and four-year colleges, as well as the salaries of women faculty members compared to those of men were generally greater than the national average for the academic year 1976-77.

PROPORTION OF WOMEN ON COLLEGE AND UNIVERSITY FACULTIES, 1976-77

	PROFESSOR		ASSISTANT PROFESSOR	
	New Jersey	U.S.	New Jersey	U.S.
Universities	7.1%*	6.1%	31.5%	27.3%
Four-Year Colleges	14.8%	11.7%	32.2%	30.8%
Two-Year Colleges	20.9%	21.1%	34.8%	36.2%

*Rutgers, Princeton, Seton Hall (See Table 1 for New Jersey institutions included within each category.)

The proportion of women in New Jersey in the faculty rank of professor at universities was 7.1% compared to the U.S. average of 6.1%. The difference was even greater at the assistant professor rank with 31.5% for New Jersey compared to 27.3% for the nation. Representation of women on the faculty at other four-year colleges, in both ranks, was again higher than the national average with New Jersey women comprising 14.8% and 32.2% versus 11.7% and 30.8% respectively for the national average.

PERCENT DIFFERENCE BETWEEN AVERAGE SALARY OF WOMEN AND MEN ON COLLEGE AND UNIVERSITY FACULTIES 1976-77

	PROFESSOR		ASSISTANT PROFESSOR	
	New Jersey	U.S.	New Jersey	U.S.
Universities	-2%	-12%	-1%	-5%
Four-Year Colleges	-4%	-6%	-2%	-6%
Two-Year Colleges	+1%	-3%	-3%	-7%

While the average female professor in U.S. Universities earned 12% less than their male counterparts, New Jersey women professors had salaries 2% below those of male professors.

In the other four-year colleges, New Jersey women again fared better with respect to salaries than the national average at both faculty ranks. Women earned 4% and 2% less in New Jersey, compared to 6% less at both ranks for the nation as a whole.

Although the proportion of women in the rank of professor on New Jersey two-year college faculties (20.9%) was slightly below the national average (21.1%), the salary of female professors was slightly greater (1%) than that of their male counterparts, while for the nation, women's salaries for the rank of assistant professor were 3% below the average salary for male assistant professors. Women were also a smaller proportion (34.8%) of the rank of assistant professor in New Jersey two-year colleges than the nation (36.2%). However, women's salaries in New Jersey, as well as for the nation, were 3% below those of male assistant professors.

Women on New Jersey university faculties fared considerably better than their counterparts in the neighboring states of New York and Pennsylvania. While women comprised 7.09% of the professorial rank in New Jersey universities, they were 6.8% of New York university faculties and 5.8% in Pennsylvania. The difference was even greater in the rank of assistant professor where 31.5% in New Jersey were women while in New York and Pennsylvania women were respectively 26.7% and 25.9% of this rank.

Universities	PROFESSOR		ASSISTANT PROFESSOR	
	Percent Women	Percent Difference Salary Women/Men	Percent Women	Percent Difference Salary Women/Men
New Jersey	7 .1%	-2%	31 .5%	-1%
New York	6 .8%	-18%	26 .7%	-11%
Pennsylvania	5 .8%	-11%	25 .9%	-6%

There was also greater equity in New Jersey with respect to salary for women faculty members than in New York and Pennsylvania. In the rank of professor, the average salary for women in New Jersey was 2% below that for men, while in New York and Pennsylvania it was 18% and 11% lower respectively. Similarly for the rank of assistant professor, women's salaries in New Jersey were 1% below those for men while in New York they were 11% lower and in Pennsylvania 6%.

At the four-year colleges, women professors again did better in New Jersey than in New York or Pennsylvania.

	PROFESSOR		ASSISTANT PROFESSOR	
Four-Year Colleges	Percent Women	Percent Difference Salary Women/Men	Percent Women	Percent Difference Salary Women/Men
New Jersey	14.8%	-4%	32.2%	-2%
New York	12.6%	-9%	33.1%	-5%
Pennsylvania	8.6%	-4%	25.4%	+4%

With respect to the rank of assistant professor, New York had a slightly higher proportion of women (33.1%) than New Jersey (32.2%), but there was greater equity with respect to salary for New Jersey female assistant professors, 2% below male salaries, while in New York the difference was 5%. In Pennsylvania, women were only 25.4% of assistant professors, but their average salary was 4% higher than that of male assistant professors.

At the two-year colleges, women in New Jersey generally fared better than their neighbors in New York and Pennsylvania as shown in the table below.

	PROFESSOR		ASSISTANT PROFESSOR	
Two-Year Colleges	Percent Women	Percent Difference Salary Women/Men	Percent Women	Percent Difference Salary Women/Men
New Jersey	20.9%	+1%	34.8%	-3%
New York	16.8%	-3%	34.6%	-2%
Pennsylvania	18.1%	+2%	32.9%	-5%

It should be noted that in New Jersey, as well as in the other states, the proportion of women faculty members in the rank of Professor at two-year colleges is greater than in the university or the other four-year colleges. The proportion of women in the rank of assistant professor, however, is nearly the same for all three sectors and is significantly higher than for the level of professor. This may be due to the fact that assistant professor is the entry rank in the academic heirarchy and by affirmative action programs the institutions have moved toward a more equitable representation of women in the lower rank than in the upper rank.

The fact that the two-year colleges are fairly new on the academic scene could account in part for the higher proportion of women participating in the faculty of these colleges than at universities or other four-year colleges. In addition, the two-year schools do not usually require the doctorate as the terminal degree for a faculty member, and this has enabled them to recruit from a broader spectrum of applicants since it is only in recent years that women have been given better access to pursuing graduate education at the doctoral level.

New Jersey's present relatively favorable position with regard to women employed as faculty of institutions of higher education may be attributed in part to affirmative action programs undertaken by the institutions. There is concern, however, that the proportion of women-particularly in the higher ranks-is still small and significant effort must be put forth to increase their participation in the upper faculty ranks. In a period of declining enrollments and faculty cutbacks, the proportion of women on the faculty of the institutions of higher education could decrease because of the priority given to seniority when faculty retrenchment programs are introduced. The institutions and the Board of Higher Education must be particularly sensitive to the situation and develop suitable plans to prevent any setback in the relative position of women faculty in New Jersey colleges and universities.

Tables 2-4 compare the status of women on New Jersey college and university faculties with women in 14 comparable states. Tables 5-14 present comparative data on the status of women in New Jersey public and independent colleges with the nation and 14 comparable states.

Table 1

Control and Level of New Jersey Institutions

NCES Classification System

New Jersey Universities

Public	Private
Rutgers University	Seton Hall University
Camden Campus	Princeton University
Newark Campus	
New Brunswick Campus	

OTHER FOUR-YEAR INSTITUTIONS

Public	Private
C.M.D.N.J.	Alma White College
Glassboro State College	Beth Medrash Govoha
Jersey City State College	Bloomfield College
Kean College of New Jersey	Caldwell College
Montclair State College	Centenary College for Women
New Jersey Inst. of Technology	College of St. Elizabeth
Ramapo College of New Jersey	Don Bosco College
Stockton State College	Drew University
Thomas A. Edison College	Fairleigh Dickinson University
Trenton State College	Madison Campus
William Paterson College	Rutherford Campus
	Teaneck Campus
	Felician College
	Georgian Court College
	Immaculate Conception Seminary
	Monmouth College
	New Brunswick Theo. Seminary
	Northeastern Bible College
	Princeton Theo. Seminary
	Rabbinical College
	Rider College
	St. Michael's College
	St. Peter's College
	Stevens Institute of Technology
	Upsala College
	Westminster Choir College

Control and Level of New Jersey Institutions

All Two-Year Institutions

Public

Atlantic Community College
Bergen Community College
Brookdale Community College
Burlington County College
Camden County College
Cumberland County College
Essex County College
Gloucester County College
Mercer County Comm. College
Middlesex County College
Morris, County College of
Ocean County College
Passaic County Comm. College
Salem County College
Somerset County College
Union County Technical Inst.
Union College

Assumption College for Sisters

Edward Williams College

Luther College

Union College

Table 2

COMPARISON OF PROPORTION OF WOMEN ON FACULTY AND THE PERCENT DIFFERENCE BETWEEN AVERAGE SALARIES OF WOMEN TO MEN IN THE RANKS OF PROFESSOR AND ASSISTANT PROFESSOR, AT UNIVERSITIES IN NEW JERSEY AND 14 COMPARABLE STATES 1976-77

PROFESSORS			ASSISTANT PROFESSORS		
State	Percent Women	Percent Difference Salary Women/Men	State	Percent Women	Percent Difference Salary Women/Men
Florida	7.9%	-8% (3)+	New Jersey	31.5%	-1% (1)+
Michigan	7.9	-12 (6)	Michigan	30.0	-5 (5)
New Jersey	7.1	-2 (1)	Florida	30.0	-3 (3)
New York	6.8	-18 (8)	Washington	29.3	-4 (4)
Maryland	6.6	-8 (3)	Ohio	28.6	-6 (6)
Washington	5.9	-11 (5)	Minn.	28.1	-3 (3)
Penn.	5.8	-11 (5)	Maryland	27.8	-5 (5)
Kansas	5.8	-6 (2)	New York	26.8	-11 (7)
Mass.	5.8	-14 (7)	Conn.	26.6	-2 (2)
Illinois	5.5	-14 (7)	Illinois	26.1	-5 (5)
Minn.	5.5	-12 (6)	Penn.	25.9	-6 (6)
Ohio	5.0	-9 (4)	Colorado	25.2	-5 (5)
California	4.6	-12 (6)	Mass.	25.1	-5 (5)
Conn.	4.5	-14 (7)	California	24.4	-3 (3)
Colorado	3.4	-2 (1)	Kansas	22.9	-5 (5)

+Number in parenthesis indicates ranking of state with respect to "Salary Difference."

Table 3

COMPARISON OF PROPORTION OF WOMEN ON FACULTY AND THE PERCENT DIFFERENCE BETWEEN AVERAGE SALARIES OF WOMEN AND MEN IN THE RANKS OF PROFESSOR AND ASSISTANT PROFESSOR, AT OTHER FOUR-YEAR-COLLEGES IN NEW JERSEY AND 14 COMPARABLE STATES, 1976-77

PROFESSORS			ASSISTANT PROFESSORS		
State	Percent Women	Percent Difference Salary Women/Men	State	Percent Women	Percent Difference Salary Women/Men
Maryland	21.3%	None (1)+	Mass.	33.6%	-3% (5)+
Mass.	17.2	-2% (2)	Maryland	33.5	-3 (5)
New Jersey	14.8	-4 (3)	New York	33.1	-5 (7)
Conn.	14.5	-7 (5)	New Jersey	32.2	-2 (4)
New York	12.6	-9 (7)	Conn.	32.2	None (3)
Kansas	12.5	-4 (3)	California	32.2	-2 (4)
Colorado	12.1	-8 (6)	Washington	30.8	-17 (8)
California	11.4	-4 (3)	Ohio	29.6	-5 (7)
Illinois	10.6	-5 (4)	Colorado	29.5	-5 (7)
Florida	9.1	-18 (8)	Illinois	29.2	-3 (5)
Minn.	9.0	-5 (4)	Florida	26.5	-2 (4)
Penn.	8.6	-4 (3)	Michigan	26.5	-3 (5)
Ohio	8.4	None (1)	Minn.	25.5	+1 (2)
Washington	7.8	-8 (6)	Penn.	25.4	+4 (1)
Michigan	7.1	-4 (3)	Kansas	25.2	-4 (6)

+Number in parenthesis indicates ranking of state with respect to "Salary Difference."

Table 4

COMPARISON OF PROPORTION OF WOMEN ON FACULTY AND THE PERCENT DIFFERENCE BETWEEN AVERAGE SALARIES OF WOMEN TO MEN IN THE RANK OF PROFESSOR AND ASSISTANT PROFESSOR, AT TWO-YEAR COLLEGES IN NEW JERSEY AND 10 COMPARABLE STATES*, 1976-77

PROFESSORS			ASSISTANT PROFESSORS		
State	Percent Women	Percent Difference Salary Women/Men	State	Percent Women	Percent Difference Salary Women/Men
Michigan	32.3	-11 (5)+	Mass.	44.7	-2 (3)+
Illinois	29.0	-3 (4)	Maryland	42.1	-5 (5)
Maryland	26.6	-1 (3)	California	38.3	-3 (4)
California	25.4	-3 (4)	Illinois	37.7	-1 (2)
New Jersey	20.9	+1 (2)	New Jersey	34.8	-3 (4)
Mass.	20.2	-3 (4)	New York	34.6	-2 (3)
Penn.	18.1	+2 (1)	Penn.	32.9	-5 (5)
New York	16.8	-3 (4)	Ohio	30.3	-3 (4)
Colorado	16.7	NA	Conn.	26.8	-3 (4)
Conn.	12.5	-13 (6)	Michigan	25.9	+2 (1)
Ohio	12.1	-1 (3)	Colorado	17.6	-7 (6)

+Number in parenthesis indicates ranking of state with respect to "Salary Difference."

*Florida, Kansas, Minnesota and Washington report the great majority of faculty for two-year colleges as "Undesignated Rank;" and therefore are not included in this table.

Table 5

PROPORTION OF WOMEN ON PUBLIC COLLEGE AND UNIVERSITY FACULTIES, 1976-77

	PROFESSOR		ASSISTANT PROFESSOR	
	NEW JERSEY	U.S.	NEW JERSEY	U.S.
Universities	11.3%	6.2%	34.0%	27.6%
Four-Year Colleges	17.8%	11.8%	32.8%	30.8%
Two-Year Colleges	22.4%	20.7%	34.0%	35.7%

Table 6

PERCENT DIFFERENCE BETWEEN AVERAGE SALARY OF WOMEN AND MEN ON PUBLIC COLLEGE AND UNIVERSITY FACULTIES, 1976-77

	PROFESSOR		ASSISTANT PROFESSOR	
	NEW JERSEY	U.S.	NEW JERSEY	U.S.
Universities	- 1%	- 10%	- 1	- 4%
Four-Year Colleges	- 6%	- 5%	- 2%	- 4%
Two-Year Colleges	+ 1%	- 1%	- 3%	- 2%

Table 7

PROPORTION OF WOMEN ON INDEPENDENT COLLEGE AND UNIVERSITY FACULTIES, 1976-77

	PROFESSOR		ASSISTANT PROFESSOR	
	NEW JERSEY	U.S.	NEW JERSEY	U.S.
Universities	3.6%	5.7%	28.5%	26.7%
Four-Year Colleges	9.6%	11.6%	30.5%	30.8%
Two-Year Colleges	8.3%	27.2%	48.6%	45.3%

Table 8

PERCENT DIFFERENCE BETWEEN AVERAGE SALARY OF WOMEN AND MEN ON INDEPENDENT COLLEGE AND UNIVERSITY FACULTIES, 1976-77

	PROFESSOR		ASSISTANT PROFESSOR	
	NEW JERSEY	U.S.	NEW JERSEY	U.S.
Universities	- 22%	- 15%	- 1%	- 7%
Four-Year Colleges	- 13%	- 10%	- 3%	- 4%
Two-Year Colleges	-	- 10%	- 9%	- 2%

Table 9

COMPARISON OF PROPORTION OF WOMEN ON FACULTY AND THE PERCENT DIFFERENCE BETWEEN AVERAGE SALARIES OF WOMEN TO MEN IN THE RANKS OF PROFESSOR AND ASSISTANT PROFESSOR, AT PUBLIC UNIVERSITIES IN NEW JERSEY AND 14 COMPARABLE STATES 1976-77

PROFESSORS			ASSISTANT PROFESSORS		
State	Percent Women	Percent Difference Salary Women/Men	State	Percent Women	Percent Difference Salary Women/Men
New Jersey	11.3%	- 1% (1)	New Jersey	34.0%	- 1% (1)
Pennsylvania	8.6	-10% (4)	Florida	30.9	- 3% (3)
Florida	8.3	- 6% (3)	Michigan	30.9	- 5% (5)
Maryland	8.2	- 1% (1)	Washington	29.3	- 4% (4)
Michigan	7.9	-11% (5)	Maryland	29.0	- 5% (5)
Connecticut	6.9	-12% (6)	Ohio	28.5	- 6% (6)
Massachusetts	6.4	-12% (6)	Minnesota	28.1	- 3% (3)
Washington	5.9	-11% (5)	California	27.7	- 4% (4)
Illinois	5.8	- 6% (5)	Connecticut	27.6	- 2% (2)
Kansas	5.8	- 6% (3)	Pennsylvania	26.6	- 3% (3)
Ohio	5.6	-21% (7)	Illinois	25.2	- 3% (3)
Minnesota	5.5	-12% (6)	New York	24.9	- 1% (1)
New York	4.7	-12% (6)	Massachusetts	24.8	- 6% (6)
California	4.4	-10% (4)	Colorado	23.9	- 6% (6)
Colorado	2.0	- 5% (2)	Kansas	22.9	- 5% (5)

Table 10

COMPARISON OF PROPORTION OF WOMEN ON FACULTY AND THE PERCENT DIFFERENCE BETWEEN AVERAGE SALARIES OF WOMEN TO MEN IN THE RANKS OF PROFESSOR AND ASSISTANT PROFESSOR, AT INDEPENDENT UNIVERSITIES IN NEW JERSEY AND 11 COMPARABLE STATES 1976-77

PROFESSORS			ASSISTANT PROFESSORS		
State	Percent Women	Percent Difference Salary Women/Men	State	Percent Women	Percent Difference Salary Women/Men
Colorado	11.8%	-12% (2)	Ohio	31.5%	- 6% (5)
New York	7.2	-18% (6)	Colorado	29.1	+ 5% (1)
Michigan	7.1	-14% (4)	New Jersey	28.5	- 1% (2)
Ohio	7.1	-19% (7)	Illinois	27.3	- 7% (6)
Florida	6.1	-14% (4)	New York	27.2	-13% (8)
Massachusetts	5.5	-14% (4)	Connecticut	25.3	- 1% (2)
Illinois	5.1	-16% (5)	Massachusetts	25.2	- 5% (4)
California	4.9	-14% (4)	Pennsylvania	25.0	- 9% (7)
Maryland	4.1	-16% (5)	Florida	24.3	- 6% (5)
New Jersey	3.6	-22% (8)	Maryland	23.8	- 5% (4)
Pennsylvania	3.4	-13% (3)	California	21.3	- 3% (3)
Connecticut	1.7	- 2% (1)	Michigan	18.0	- 9% (7)

Kansas, Minnesota & Washington report no Assistant Professors.

Table 11

COMPARISON OF PROPORTION OF WOMEN ON FACULTY AND THE PERCENT DIFFERENCE BETWEEN AVERAGE SALARIES OF WOMEN AND MEN IN THE RANKS OF PROFESSOR AND ASSISTANT PROFESSOR, AT OTHER PUBLIC FOUR-YEAR-COLLEGES IN NEW JERSEY AND 14 COMPARABLE STATES, 1976-77

PROFESSORS			ASSISTANT PROFESSORS		
State	Percent Women	Percent Difference Salary Women/Men	State	Percent Women	Percent Difference Salary Women/Men
Maryland	21.6%	- 7% (7)	Connecticut	35.4%	- 1% (2)
Connecticut	20.2	- 2% (2)	New York	33.6	- 2% (3)
New Jersey	17.8	- 6% (6)	Maryland	33.4	- 2% (3)
Massachusetts	16.6	- 1% (1)	New Jersey	32.8	- 2% (3)
Colorado	12.5	- 5% (5)	Massachusetts	32.6	- 4% (5)
Illinois	12.3	- 3% (3)	California	31.9	- 2% (3)
Kansas	11.7	- 3% (3)	Ohio	30.9	- 6% (7)
California	11.3	- 3% (3)	Pennsylvania	29.3	+ 0% (1)
Pennsylvania	10.5	- 2% (2)	Colorado	28.7	- 4% (5)
New York	10.0	- 9% (9)	Illinois	28.1	- 3% (4)
Ohio	9.9	- 6% (6)	Michigan	26.4	- 4% (5)
Minnesota	9.2	- 2% (2)	Minnesota	25.8	+ 0% (1)
Washington	7.4	- 5% (5)	Florida	25.6	- 1% (2)
Michigan	7.3	- 4% (4)	Kansas	24.8	- 5% (6)
Florida	5.9	- 8% (8)	Washington	24.2	- 7% (8)

Table 12

COMPARISON OF PROPORTION OF WOMEN ON FACULTY AND THE PERCENT DIFFERENCE BETWEEN AVERAGE SALARIES OF WOMEN AND MEN IN THE RANKS OF PROFESSOR AND ASSISTANT PROFESSOR, AT OTHER INDEPENDENT FOUR-YEAR COLLEGES IN NEW JERSEY AND 14 COMPARABLE STATES, 1976-77

PROFESSORS			ASSISTANT PROFESSORS		
State	Percent Women	Percent Difference Salary Women/Men	State	Percent Women	Percent Difference Salary Women/Men
Maryland	20.4%	+29% (1)	Washington	35.4%	-22% (11)
Massachusetts	17.6	- 3% (4)	Massachusetts	34.6	- 2% (6)
New York	15.2	- 8% (6)	Colorado	34.2	- 7% (9)
Florida	14.8	-19% (13)	Maryland	33.7	- 3% (7)
Kansas	13.8	- 2% (3)	California	33.1	- 1% (5)
California	11.6	- 6% (5)	New York	32.7	- 8% (10)
Connecticut	11.2	-10% (8)	Illinois	30.7	- 3% (7)
Colorado	10.5	-18% (12)	New Jersey	30.5	- 3% (7)
New Jersey	9.6	-13% (10)	Connecticut	29.2	+ 0% (4)
Minnesota	8.6	- 9% (7)	Ohio	29.1	- 4% (8)
Washington	8.5	-11% (9)	Florida	28.2	- 3% (7)
Ohio	8.0	+ 1% (2)	Kansas	25.7	- 4% (8)
Illinois	8.0	-14% (11)	Minnesota	25.2	+ 1% (3)
Pennsylvania	6.7	-11% (9)	Michigan	24.6	+13% (1)
Michigan	5.9	+ 1% (2)	Pennsylvania	23.0	+ 6% (2)

Table 13

COMPARISON OF PROPORTION OF WOMEN ON FACULTY AND THE PERCENT DIFFERENCE BETWEEN AVERAGE SALARIES OF WOMEN TO MEN IN THE RANK OF PROFESSOR AND ASSISTANT PROFESSOR, AT PUBLIC TWO-YEAR COLLEGES IN NEW JERSEY AND 10 COMPARABLE STATES*, 1976-77

PROFESSORS			ASSISTANT PROFESSORS		
State	Percent Women	Percent Difference Salary Women/Men	State	Percent Women	Percent Difference Salary Women/Men
Michigan	32.3	-11% (7)	Massachusetts	43.9%	- 1% (2)
Maryland	26.6	- 1% (4)	Maryland	41.4	- 4% (4)
California	25.1	- 2% (5)	California	38.9	- 6% (6)
Illinois	22.5	- 3% (6)	Illinois	37.6	- 1% (2)
New Jersey	22.4	+ 1% (2)	New York	34.1	- 1% (2)
Massachusetts	20.6	- 2% (5)	New Jersey	34.0	- 3% (3)
Pennsylvania	17.7	+ 3% (1)	Pennsylvania	32.2	- 5% (5)
Colorado	16.7	- -	Ohio	29.8	- 1% (2)
New York	15.9	+ 0% (3)	Connecticut	26.8	- 3% (3)
Ohio	12.1	+ 0% (3)	Michigan	26.5	+ 1% (1)
Connecticut	9.1	- -	Washington	20.8	- 5% (5)
			Minnesota	19.0	- 8% (8)
			Colorado	17.6	- 7% (7)
			Kansas	8.7	- -

Florida reports no Assistant Professors at Two-Year schools.

COMPARISON OF PROPORTION OF WOMEN ON FACULTY AND THE PERCENT DIFFERENCE BETWEEN AVERAGE SALARIES OF WOMEN TO MEN IN THE RANK OF PROFESSOR AND ASSISTANT PROFESSOR, AT INDEPENDENT TWO-YEAR COLLEGES IN NEW JERSEY AND COMPARABLE STATES
1976-77

PROFESSORS[1]			ASSISTANT PROFESSORS[2]		
State	Percent Women	Percent Difference Salary Women/Men	State	Percent Women	Percent Difference Salary Women/Men
New York	44.12%	- 1% (2)	Minnesota	73.91%	- 3% (3)
Pennsylvania	28.57		Pennsylvania	54.29	+12% (1)
Massachusetts	14.81	+ 4% (1)	Massachusetts	51.40	-17% (5)
New Jersey	8.33		New Jersey	48.57	- 9% (4)
			New York	45.12	+ 7% (2)
			Illinois	40.00	-52% (6)

[1]Colorado, Florida, Illinois, Kansas, Maryland, Michigan, Minnesota, Ohio and Washington report no Professor; California reports no male, one female faculty.

[2]Maryland reports only 7 Assistant Professors - All female. Michigan reports only 3 Assistant Professors - All male. California reports only 2 Assistant Professors - All female
Colorado, Connecticut, Florida, Kansas, Ohio and Washington report none.

Table 14

END

DEPT. OF HEW

NAT'L INSTITUTE OF EDUCATION

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DATE FILMED

MAR. 28 1979